

# Kenai Peninsula Borough

## Purchasing and Contracting Department

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### MEMORANDUM

**TO:** Brent Hibbert, Assembly President  
Members, Kenai Peninsula Borough Assembly

**THRU:** Charlie Pierce, Mayor *CR*  
Aaron Rhoades, Chief of Staff *CR*  
Brandi Harbaugh, Finance Director *BH*  
Kim Saner, Human Resources Director *KS*

**FROM:** John Hedges, Purchasing & Contracting Director *JH*

**DATE:** September 30, 2021

**RE:** Resolution 2021-076 Authorizing a Sole Source Procurement for Leadership Consulting and Training services with FutureSYNC International (Mayor)

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On January 7, 2020, the Assembly approved Ordinance 2019-19-23, appropriating funds for the development of a Facilities Management Strategic Plan.

In the process of developing the Kenai Peninsula Borough ("Borough") strategic plan, it became apparent that a focus on Borough leadership is imperative to the success and growth of the organization. Beneficial changes identified in the strategic planning process are better received by an organization with a sound leadership foundation.

The benefit of a leadership development program includes improved performance, attracting and retaining talent, driving strategy execution, and increase success in navigating change.

FutureSYNC International was identified while providing leadership training to the Borough's service partner South Peninsula Hospital Inc. (SPH Inc). SPH Inc. provided a positive reference and are currently implementing the consultants training services to the benefit of their own organization. Given the quantifiable results seen at SPH Inc., FutureSYNC is a known commodity in a field that has a wide range of varying methodologies for leadership development programs. To solicit proposals from less quantifiable consulting firms would risk delay in implementation of a training program and exposure to the potential of a less effective consulting program.

In review of their proposal, FutureSYNC International also provided references from the Montana Department of Transportation and has performed similar

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services for the City of Billings, Montana as examples of their experience with other government municipalities.

A practical proposal, including all associated costs, was provided by FutureSYNC International to provide consulting and leadership training services to the Borough for the Borough's directors and managers. The proposal provides for an initial evaluation of our organization and then options for a phased leadership program at a not to exceed cost of \$61,000.00. That program will take place over an 18-month period.

Your consideration of this resolution is appreciated.

<b>FINANCE DEPARTMENT FUNDS/ACCOUNT VERIFIED</b>	
Account:	<u>100.94910.FCLTY.49999</u>
Amount:	<u>\$61,000.00</u>
By:	<u></u>
Date:	<u>9/30/2021</u>